

Resident Recruitment, Eligibility, Selection and Appointment

1. Each residency program shall select from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Programs must not discriminate with regard to gender, sexual orientation, race, age, religion, color, national origin, disability, veteran status or any other applicable legally protected status.
2. In selecting from among qualified applicants for GY-1 positions, all sponsored programs participate in the National Resident Matching Program (NRMP)
3. In selecting from among qualified applicants for positions above the GY-1 level, all of the sponsored programs participate in an organized matching program, where available, such as the National Resident Matching Program (NRMP).
4. Applicants with one of the following qualifications are eligible for appointment to accredited residency programs:
 - a. Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME.)
 - b. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
 - c. Graduates of medical schools outside the United States and Canada who meet the requirements of the Medical Board of California for residency training and meet one of the following qualifications:
 - i) Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates or
 - ii) Have a full and unrestricted license to practice medicine in a U.S. licensing jurisdiction.
 - d. Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an LCME-accredited medical school.
 - e. Applicants to advanced levels of residency training must comply with the requirements for licensure by the Medical Board of California. Effective January 1, 2020
 - The minimum requirements for Physician's and Surgeon's Certificate in California will require thirty-six (36) months of Accreditation Council for Graduate Medical Education (ACGME), Royal College of Physicians and Surgeons of Canada (RCPSC), or College of Family Physicians of Canada (CFPC) accredited postgraduate training for all applicants regardless of whether the medical school attended was domestic or international.
 - A Postgraduate Training Authorization Letter will no longer be required for international medical graduates.

- A trainee must obtain a PTL within 180 days after enrollment in a Board-approved postgraduate program and will be valid until 90 days after the trainee has successfully completed the required thirty-six (36) months of training. The additional 90 days allows an applicant time to obtain a full and unrestricted license.
 - Applicants are not required to wait until they have begun their residency training to apply for a PTL, rather they may submit an application and all supporting documents required by the Board as soon as they have confirmation of acceptance into a Board-approved program.
 - The holder of a PTL may engage in practice of medicine only in connection with his or her duties as an intern or resident in a Board-approved postgraduate program, including its affiliated sites, or under those conditions as approved in writing and maintained in the file, by the director of his or her program. Accordingly, a holder of a PTL may moonlight with written authorization from the program director.
 - All applicants will be issued a license, which will identify that the intern/resident holds a PTL and the information of the resident will be available on the Board's website.
 - A renewal of a PTL will not be required. However, the training programs will be required to notify the Board about status changes such as a resignation, termination, or leave of absence within 30 days.
 - An applicant must successfully complete a minimum of 36 months of board-approved postgraduate training, with at least 24 consecutive months in the same program, to be eligible for a California Physician's and Surgeon's Certificate.
- f. Candidates invited for an Interview: All those invited for an interview must be informed, in writing or electronic means, of the terms, conditions, and benefits of their appointment including financial support, vacation, parental, sick, and other leaves of absence, professional liability, hospitalization, health, disability, and other insurance provided for the residents and their families; and the conditions under which the Sponsoring Institution provides call rooms, meals, laundry services or their equivalents.